

RECRUITMENT OPTIONS **2017**

naturejobs

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Contact your *Naturejobs* sales representative to request more information:

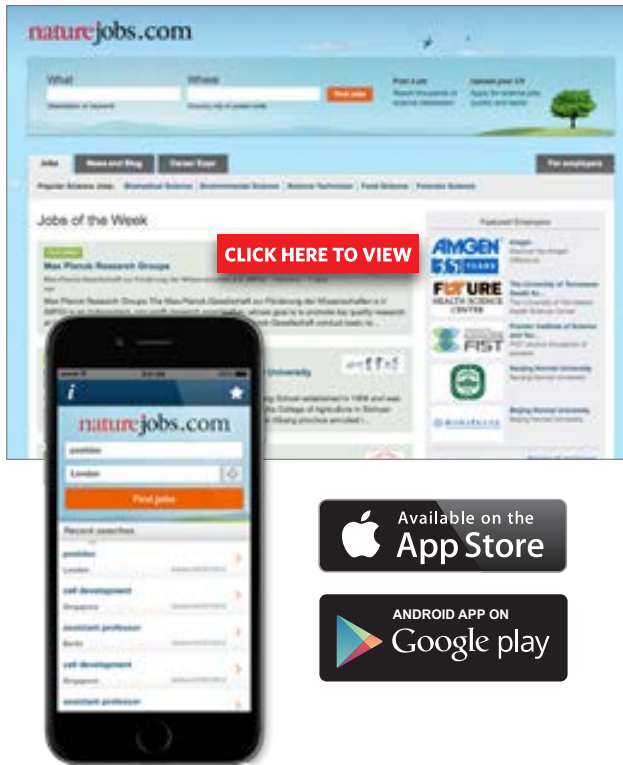
UK/ROW: +44 (0)20 7843 4961 | US: +1 212 726 9270 | E: naturejobs@nature.com | W: www.naturejobs.com





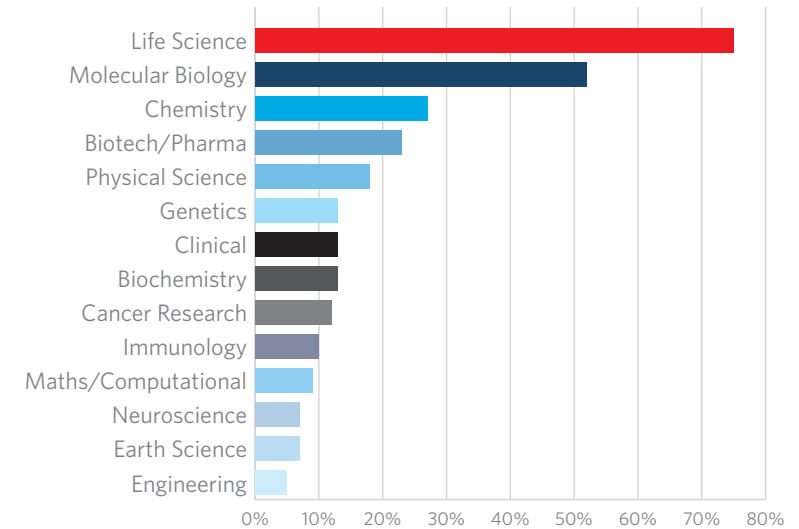
NATUREJOBS — THE WORLD'S LARGEST DEDICATED SCIENCE JOBS BOARD

Naturejobs is the global career resource and jobs board for scientists, brought to you by Nature, the #1 journal in multidisciplinary sciences.*

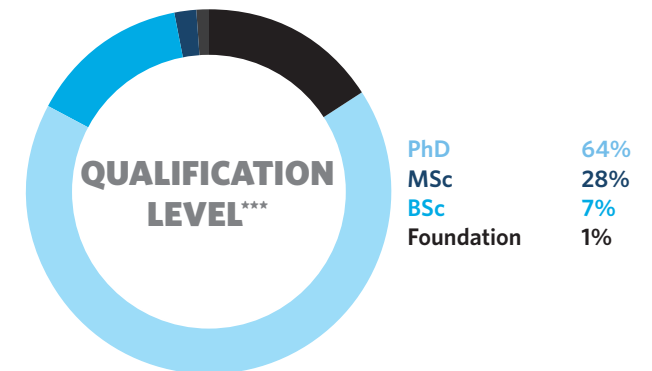
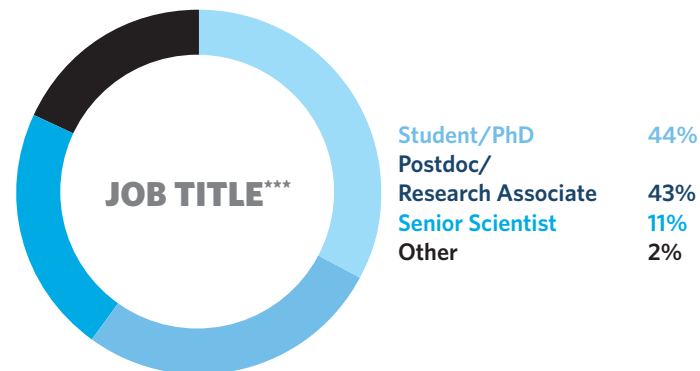
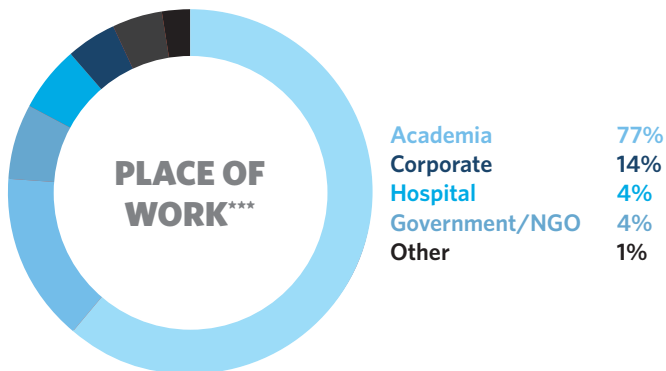


NATUREJOBS***	
Monthly page views	1.1 million
Monthly unique users	221,000
Searchable candidates***	44,000
Newsletter registrants***	215,000
On-site searches	6.2 million
Jobs posted	19,000
Applications	106,000
Average applications per job	5.5
Countries visiting Naturejobs	130+
PAGE VIEWS BY REGION**	
UK/Europe	40%
Americas	35%
Asia/Pacific	21%
ROW	4%

TOP AREA OF RESEARCH***



NB: Registrants are able to select more than one discipline which has resulted in the total percentage being above 100.



DID YOU KNOW? The Nature platform has 45 million page views each month and 10.8 million monthly unique users**



NATURE — THE LEADING WEEKLY JOURNAL OF SCIENCE*

#1 journal in Multidisciplinary Sciences with an Impact Factor of **38.138**.*



REACH

PRINT
51,416 print circulation[^]
374,364 readership^{**}

ONLINE^{*}**
8.6 million monthly page views
2.7 million monthly unique users

EMAIL^{}**
500,178 alert subscribers

TOP AREAS OF RESEARCH

BIOLOGY

- Molecular & Structural Biology
- Cell & Developmental Biology
- Genetics & Genomic
- Neuroscience
- Cancer Research

MEDICINE

- Cancer/Oncology
- Neurology
- Immunology/Allergy

CHEMISTRY

- Organic Chemistry
- Chemical Biology
- Materials Chemistry
- Medicinal & Pharmaceutical Chemistry

PHYSICS

- Condensed-matter Physics
- Optics/Lasers
- Materials Physics

EARTH AND ENVIRONMENTAL SCIENCE

- Ecology
- Atmospheric Science/Climate
- Solid Earth Science

READER PROFILE**

JOB TITLE

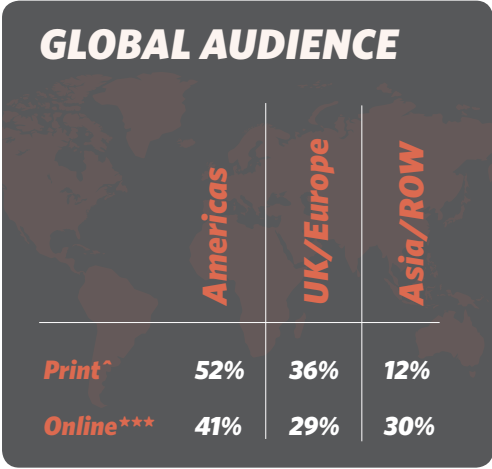
Scientist
Senior Scientist
Clinician
Senior Business Manager

RESEARCHER PLACE OF WORK

University/College
Research Institute
Industry/Corporation
Hospital
Government
Other

CLINICIAN PLACE OF WORK

Hospital
Clinical Practice
Research Institution
Other



QUALIFIED

80% of readers hold a postgraduate qualification (inc. PhD, Doctorate)**



ONLINE JOB PACKAGES



Branded Job

- ✓ Job Posting
- ✓ Job Matching
- ✓ Logo in Search
- ✓ Logo in Description

BRANDED JOB

Your logo will feature both on the job post and next to the position in search results. *Job Matching* displays your listing across relevant content across nature.com, reaching a potential audience of 10.8 million users*.



Enhanced Job

- ✓ Job Posting
- ✓ Job Matching
- ✓ Logo in Search
- ✓ Logo in Description
- ✓ Featured
- ✓ Highlight
- ✓ Spotlight

ENHANCED JOB

As Branded PLUS stand out within the search results by placing a 'Featured' label next to your posting and highlighting it with a coloured box. The *Spotlight* option means your position will appear at the top of related searches for 60 days, ensuring it is seen first by candidates.



Premium Job

- ✓ Job Posting
- ✓ Job Matching
- ✓ Logo in Search
- ✓ Logo in Description
- ✓ Featured
- ✓ Highlight
- ✓ Spotlight
- ✓ Job of the Week

PREMIUM JOB

As Enhanced PLUS *Job of the Week* places your post prominently on the naturejobs.com homepage to increase the number of jobseekers who will see your vacancy.

HAVE MULTIPLE JOBS TO POST?

▪ 5+ jobs qualify for 25% discount

▪ 10+ jobs qualify for 35% discount

▪ 20+ jobs qualify for 50% discount

[Contact us](#) to set up an Automated Jobs Feed for larger numbers of vacancies



BANNER ADVERTISING

Button

Available run of site across *Naturejobs*.

Specification: 300×100 pixels

Leaderboard Banner

Available across websites, including *Naturejobs*.

Specification: 728×90 pixels

'In Article' Banner/MPU

Target to specific pages or articles and available across websites including *Naturejobs*. Position your banner within a relevant *Naturejobs* Spotlight for maximum exposure to your core audience.

Specification: 300×250 pixels

Wallpaper

Naturejobs homepage or *Nature*-branded journal homepage.

Specification: 1720×1100 pixels

Mobile App Banner

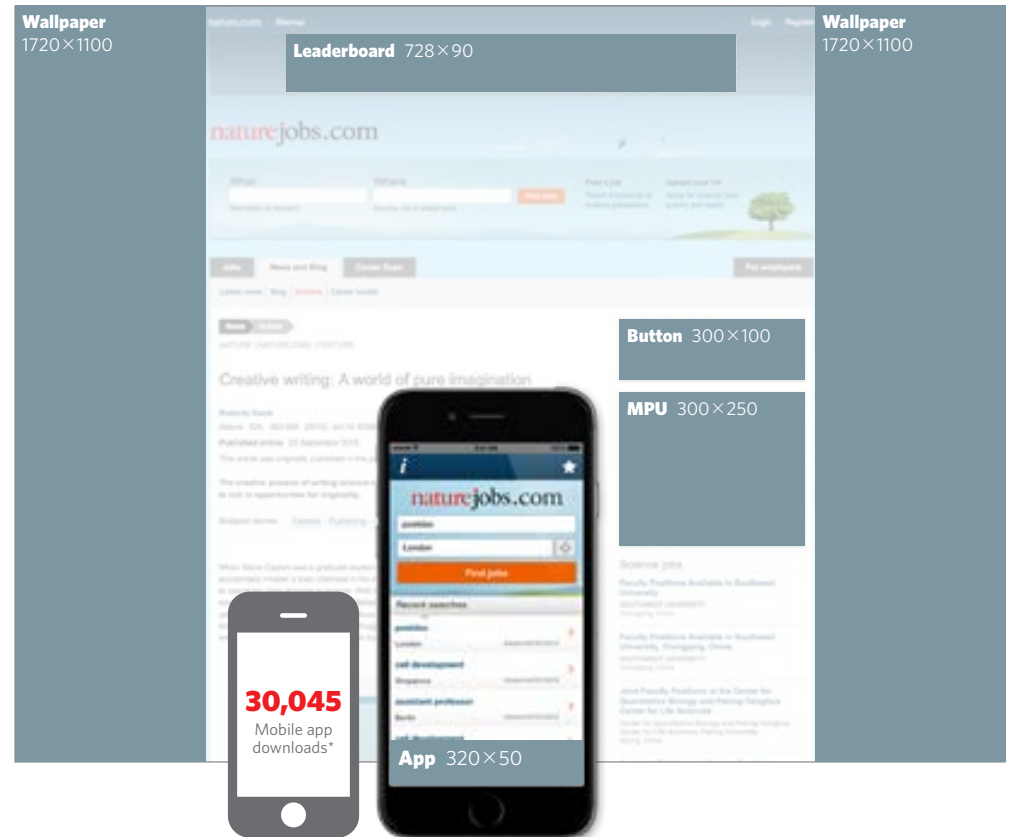
Reach jobseekers on the go by placing a banner in the *Naturejobs* app.

Specification: 320×50 pixels

RICH MEDIA OPTIONS

Rich media may be used for all banner formats and allows you to use video and capture additional data.

[Contact us](#) to find out more about using rich media to increase audience engagement.



BANNER ADVERTISEMENTS CAN BE TARGETED BY:

Behavioral — Allows targeting of very specific user segments based on their preferences.

Geography — Reach users in specified countries, regions, or states.

Date/time — Deliver your banner ads on specified hours of the day, days of the week, weeks of the month, and/or months of the year.

Contextual targeting — If you are interested in targeting your banner ads to content related to a specific term, ask your representative about availability.

Device — Deliver your adverts specifically by the type of device the user is browsing on, speak to your representative for more information.



EMAIL ALERTS

Naturejobs Newsletter

Position your vacancies alongside the latest news and views from *Naturejobs*. Our newsletter offers one of three slots to showcase the world's best science jobs and each edition reaches more than **215,000*** careers-minded readers.

Journal Alerts

Each journal has a corresponding alert that is sent to subscribers prior to publication and contains an overview of content for the upcoming issue. *Naturejobs* offers a prominent ad space across these alerts. The weekly *Nature* alert alone has **over 500,000*** subscribers.

Third Party Emails

Send a dedicated email message to **149,000 opt-in nature.com** registrants without the distraction of other accompanying content. Recipients are segmented by demographic information in order to improve the campaigns' performance.

All third party email campaigns can be targeted using the following selection criteria:

- Field of interest
- Place of work
- Geographic location
- Job type

Email specifications — page 24.

NATUREJOBS NEWSLETTER



DID YOU KNOW? We publish 9 of the top 20 science journals by Impact Factor.**



ONLINE PROFILES

Naturejobs Employer Profile Plus

Stand out from the crowd with a *Naturejobs* Employer Profile Plus.

Make it easy for jobseeker scientists to discover how great you are as an employer, and how you beat the competition, by enhancing your branded Employer Profile page on *Naturejobs*. Use your pitch in our online careers marketplace to promote current vacancies, list latest projects and celebrate achievements past and present.

Packages include:

- Rotating branded homepage button on *Naturejobs*
- Branded button on *Naturejobs* email newsletter with 215,000* subscribers
- Your logo in the *Naturejobs* employer directory
- Ability to embed audio, video and Twitter feed
- Sponsored tweet

Nature Index Institutional Profile

Nature Index gets you talked about in all the right places.

The Nature Index is a database of author affiliation information collated from research articles published in an independently selected group of high-quality science journals. Institutional Profiles provide an insight into your research output by subject area, collaboration and affiliation, and enables users to view your institution's research metrics by individual departments, schools and across global sites.

New for 2017: Enhanced Profile with Research Highlights – our editors will enrich your Nature Index profile page with customized text, imagery and branding, and will update the page monthly with a short summary of one of your top papers. Our team will promote each of your article summaries on Nature Index's Facebook account and selected partner websites.

Invest in a Nature Index Inside View to showcase your organization's research output and let science's movers and shakers see what a great employer you are.

Contact us today to find out more.

DID YOU KNOW? We have published more Nobel Laureates than any other scientific publisher.

EMPLOYER PROFILE

The screenshot shows the AstraZeneca employer profile on Naturejobs.com. At the top, there are navigation tabs for 'Home', 'Employers', and 'AstraZeneca'. The main header area features the AstraZeneca logo and a large image of a scientist in a white lab coat. A red button with white text says 'CLICK HERE TO VIEW'. Below the image, there is a short bio: 'Inspired by the potential of science? At AstraZeneca, we win through science. It's at the heart of every success. The game changer in our mission to turn ideas into life-changing medicines that improve patient health and society. Are you ready to unlock the full potential of science and make a difference?' To the right, there is a 'Details' section listing the location as 'United Kingdom (East of England), Cambridge' and a Twitter feed for '@AstraZenecaUK'. The bottom right corner has a 'Start tour' button.

INSTITUTIONAL PROFILE

The screenshot shows the institutional profile for The University of Texas MD Anderson Cancer Center on the Nature Index website. The header includes the 'nature INDEX' logo and navigation tabs for 'Home', 'News', 'Search & sort', 'Annual tables', 'Reports', and 'Client services'. The main content area features the institution's name and location: 'The University of Texas MD Anderson Cancer Center, United States of America (USA)'. A large image of the cancer center at night is displayed with a red 'CLICK HERE TO VIEW' button. To the right, there is a 'Start tour' button and a section titled 'THE UNIVERSITY OF TEXAS MD Anderson Cancer Center Making Cancer History'. Below this, contact information is provided: 'URL: http://www.mdanderson.org', 'Phone: (817) 632-6700', and 'Address: 1515 Holcombe Blvd, Houston, TX 77030'. A 'Twitter' link is also visible at the bottom right.



NATIVE ADVERTISING

Work with our editorial team to produce content that is of interest to our readers and promotes your organization.

Inside View

Show the outside world the secret of your success.

Choose the person best placed to tell *Nature's* audience about the latest chapter in your organization's story, and leave the rest to us. We'll pair your 'brand ambassador' with an experienced feature writer, and deliver a double-page Inside View based on the interview and any information that you'd like to share about the workplace environment, culture and heritage, latest vacancies, new projects, etc.

In addition to your full-page interview in *Nature's* print edition, an Inside View package guarantees:

- A full page print ad alongside
- An online version of the Inside View, live for 12 months
- 150 reprint leaflets with co-branded cover
- Promotion via the *Naturejobs* news section, newsletter, and across social media

Sponsored Blog Post

Let *Naturejobs* tell your story.

Join the *Naturejobs* science blogger community with a sponsored post to showcase your organization's achievements, areas of expertise or to promote a new initiative. Not sure what to say or how to say it? Our team of expert editors can help you deliver a perfect fit for the *Nature* audience by advising on tone, topic, content and length.

A blog campaign on *Naturejobs* guarantees you:

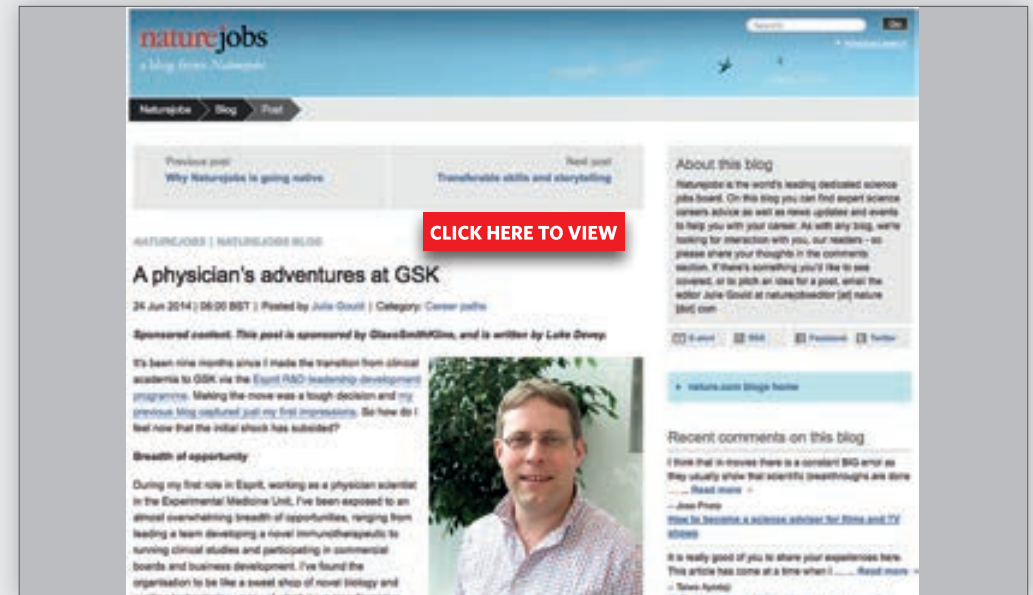
- Social media exposure across Facebook and Twitter, reaching tens of thousands of followers
- Images within the post to make it even more prominent
- 75,000 online ad impressions

DID YOU KNOW? 20 of our titles are #1 in one or more subject category.*

:insideview



SPONSORED BLOG POST EXAMPLE





Podcasts

Your organization gets top billing with a *Naturejobs* podcast.

Put your organization centre stage by sponsoring a *Naturejobs* podcast. Your sponsor message kicks off the broadcast, followed by a discussion aimed at *Nature's* specialist audience. Audio is a great format to reach scientists on the move as they catch up with the latest job news or expert panel discussion during their morning commute, weekend run, etc. Alternatively step into the director's shoes and develop a one-off podcast or series on a subject of your choosing. Work with our editors and production team to make your organization the star of the show.

A sponsored podcast package guarantees:

- Sponsorship of up to five podcasts on *Naturejobs*
- Syndication via iTunes and SoundCloud
- Sponsor's message at the start of the podcasts
- Promotion via online ads, *Naturejobs* newsletter, social media

A custom podcast package guarantees:

- Your message and content on one or more podcasts on *Naturejobs*
- Support from the *Naturejobs* production and editorial teams
- Syndication via iTunes and SoundCloud
- 75,000 banner impressions
- Promotion via online ads, *Naturejobs* newsletter, social media

PODCAST ARCHIVE ON THE NATUREJOBS BLOG

The screenshot shows the Naturejobs blog interface. At the top, there's a navigation bar with 'Naturejobs', 'Blog', and 'Pod' tabs. Below this, there are two 'Previous post' and 'Next post' links. A prominent red button says 'CLICK HERE TO VIEW'. The main article is titled 'Career paths: Working in the pharmaceutical industry' and is dated 10 Apr 2015. Below the title, there's a sub-headline: 'Recent scientific discoveries are opening up exciting opportunities for scientists in the field of personalised healthcare.' The article text discusses personalised healthcare (PHC) and mentions Dr Martin Orr and Dr Thorsten Gutzler. There are two small portrait photos of the speakers. On the right side, there's an 'About this blog' section and a 'Naturejobs Careers Community' section. At the bottom right, there's a 'Recent comments on this blog' section with several user comments.



BROADCAST

Webcasts

Are you ready for your careers close-up?

Say hello to a six-month association by supporting a *Naturejobs* live and on-demand video webcast with your branded sponsor message in the opening credits. Your message could precede an expert panel discussion about relevant global job trends, or interviews with scientists whose career histories inform, inspire and entertain. You'll have the opportunity to start a conversation with the audience, and access to the webcast registration data means you'll be able to continue that conversation beyond the broadcast.

If you're clamoring for a customized option, slip into the producer's chair and work with our editorial team to deliver a one-off webcast or series on a subject of your choosing. Your organization could be the star of the show.

A sponsored webcast package guarantees you:

- Your message as the opening credits roll
- Six months hosting on nature.com/webcasts
- Premium listing on natureevents.com
- Access to viewers' registration data
- Promotion via online ads, *Naturejobs* newsletter, social media

A custom webcast package guarantees you:

- Control of webcast content and marketing campaign
- Your message as the opening credits roll
- 200,000 ad impressions to promote the webcast
- Six months hosting on nature.com/webcasts
- Premium listing on natureevents.com
- Access to viewers' registration data
- Promotion via online ads, *Naturejobs* newsletter, social media

WEBCAST: FROM BENCH TO BUSINESS

The screenshot shows the registration page for a webcast titled "From Bench to Business: Taking your research all the way from idea to product". The page includes the following elements:

- Title and Date:** "From bench to business: Top tips from experts and entrepreneurs on how to take your research all the way from idea to product. Wednesday, May 25th, 2016"
- Time:** "8AM PST, 11AM EST, 4PM BST, 5PM CEST"
- Social Media:** Icons for Facebook, Twitter, LinkedIn, and Google+.
- Logo:** The "naturejobs" logo.
- Webcast Title:** "Webcast: From Bench to Business: Taking your research all the way from idea to product"
- Visuals:** An illustration of laboratory glassware (flasks and beakers) with various currency symbols (€, \$, £) floating above them, symbolizing the intersection of science and business.
- Sponsor:** "Produced with support from" followed by the "novo nordisk" logo.
- Buttons:** "Ask a Question" and "LIVE EVENT TECH SUPPORT".
- Presenters:** A list of four presenters with their names, titles, and "View Presenter Biography" links:
 - Joshua Lessing Ph.D., Director of Research and Development, Soft Robotics Inc.
 - Uma S. Ryan, O.B.E., Ph.D., D.Sc., Executive, Entrepreneur, Board Director, Investor, Artist
 - Jérôme Van Bavel Ph.D., Senior Business Development Manager, VIB
 - Cheryl Martin, Ph.D., Head of the Centre for Global Industries, World Economic Forum
- Overview:** A section with a "View" button and a short description: "Scientists are constantly coming up with ideas. And every now and again, one of these will be worth investing in and commercializing. This webcast will explore the full pathway, from bench to business, in four different presentations: from a successful entrepreneur, an investor, a tech transfer representative, and a funding expert. The topics covered will include..."

DID YOU KNOW?

2,500 registrants signed up for the *Naturejobs* Funding webcast*



CANDIDATE SEARCH

Find, short-list and be alerted to new candidates that are the right fit for your organization.



44,000
highly-skilled candidates*



130+
countries*



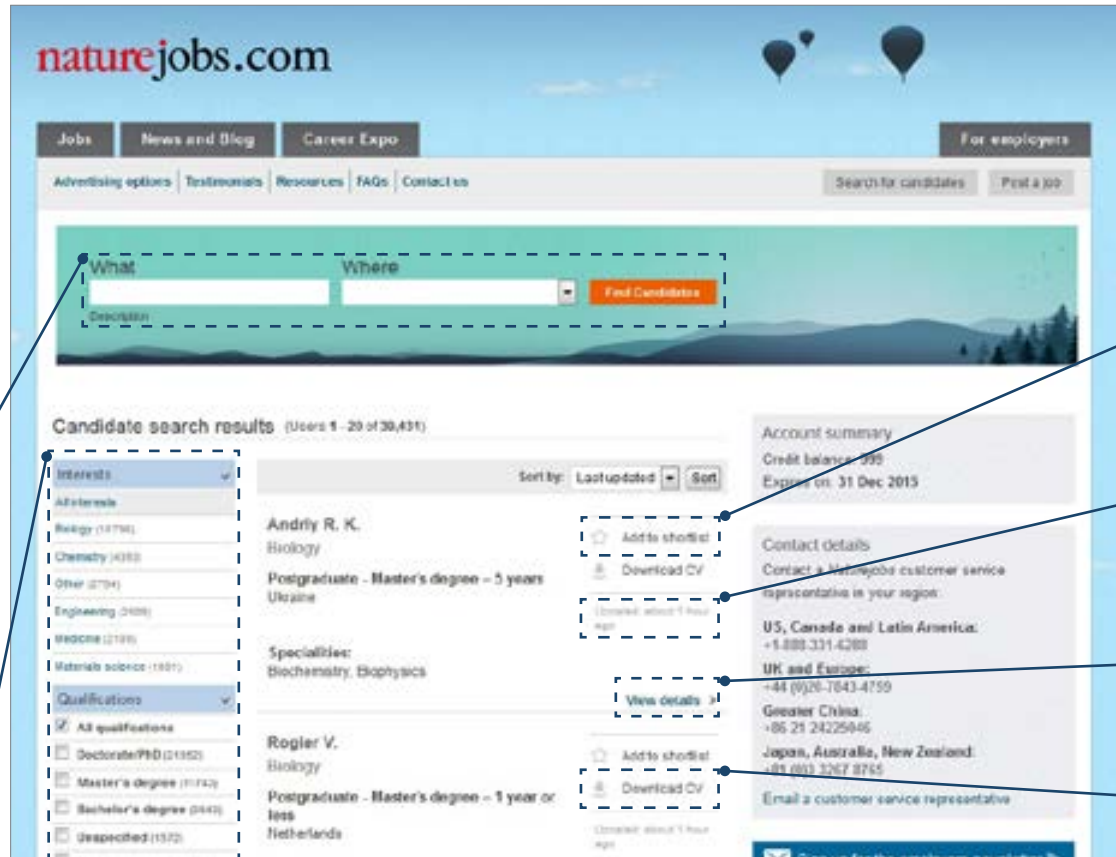
86%
willing to relocate
for the right position*

Set up candidate alerts to keep informed when new candidates matching your criteria add their searchable details to the website.

Search using keywords to quickly find candidates

Filter candidates by a number of areas:

- Speciality and interests
- Years of experience
- Qualifications
- Employment type
- Salary
- Willingness to relocate



Create a shortlist of your top candidates

View how recently a CV has been updated

View a personal summary

Download a candidate's CV

Accessing the candidate database is a quick and easy process, and is a cost-effective option for finding new recruits. You can either purchase individual credits or purchase a package which will include additional savings.

Speak to your *Naturejobs* sales representative for more information or to purchase credits.



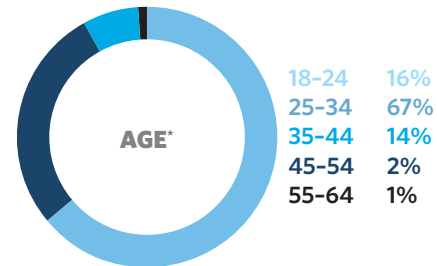
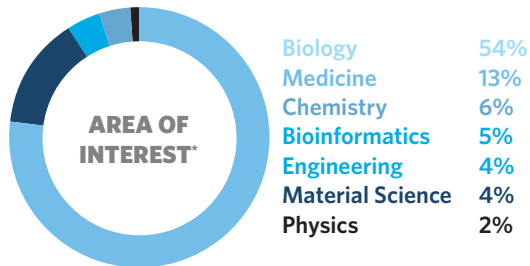
The *Naturejobs* Career Expo is the largest career fair and conference focused exclusively on the scientific world. The event promotes global career opportunities in science, be it in industrial research, research organizations or academia. The London event will continue its huge success and celebrate its eleventh anniversary in 2017, with expos also taking place in Düsseldorf and the US.

The *Naturejobs* Career Expo provides the ideal opportunity for you to:

- ✓ **Meet** jobseekers face-to-face
- ✓ **Promote** your organization, its activities and its culture
- ✓ **Network** with delegates of your choice
- ✓ **Learn** what will attract fresh talent to your organization

93% of exhibitors said that their primary objectives were met.*

85% of delegates would recommend the expo to a friend or colleague.*



For more information about the *Naturejobs* Career Expo, please contact:

Peter Crook | T: +44 (0)20 7843 4962 | E: p.crook@nature.com

Suzanne Cox | T: +44 (0)20 7418 5756 | E: suzanne.cox@nature.com

Sponsorship opportunities

- Exhibition stand
- Feature in *Nature*
- Event website
- Delegate handbook
- Event signage
- Access to delegate CVs
- Naturejobs.com advertising
- Natureevents.com advertising
- Sponsored workshops
- Sponsored networking
- CV Clinic

Plus many more

"The expo was amazing, I made many connections and opened my mind to other career opportunities."

"[I liked] the presentations by Roche and Immunocore. It was great to hear first hand what it is like to work for these companies and to speak in person about job opportunities."





2017 ADVERTISING FEATURES, EDITORIAL & CONFERENCES CALENDAR

JANUARY

5

Deadline: 29 Dec 2016 (US), 30 Dec 2016 (EU)

12

Deadline: 05 Jan 2017 (US), 06 Jan 2017 (EU)

19

Conference/Bonus Distribution:
Imperial College London Science Career Fair

Deadline: 12 Jan 2017 (US), 13 Jan 2017 (EU)

26

Deadline: 19 Jan 2017 (US), 20 Jan 2017 (EU)

FEBRUARY

2

Deadline: 26 Jan 2017 (US), 27 Jan 2017 (EU)

9

Deadline: 02 Feb 2017 (US), 03 Feb 2017 (EU)

16

Deadline: 09 Feb 2017 (US), 10 Feb 2017 (EU)

23

SPOTLIGHT ON POSTDOC POSITIONS

Conference/Bonus Distribution:
MIT European Career Day

Deadline: 16 Feb 2017 (US), 17 Feb 2017 (EU)

MARCH

2

SPOTLIGHT ON GRADUATES

Conference/Bonus Distribution:
Natural History Museum Annual Student Conference

Deadline: 23 Feb 2017 (US), 24 Feb 2017 (EU)

9

Conference/Bonus Distribution:
American Physical Society March Meeting

Society of Toxicology and Microbiology Conference

Deadline: 02 Mar 2017 (US), 03 Mar 2017 (EU)

16

Deadline: 09 Mar 2017 (US), 09 Mar 2017 (EU)

23

Conference/Bonus Distribution:
Yale Biomedical Career Fair

Deadline: 16 Mar 2017 (US), 17 Mar 2017 (EU)

30

SPOTLIGHT ON CANCER

Conference/Bonus Distribution:
AACR Cancer and Biomedical Research Career Fair

253rd ACS National Meeting & Exposition

Microbiology Society Conference

Deadline: 23 Mar 2017 (US), 24 Mar 2017 (EU)

APRIL

6

Deadline: 30 Mar 2017 (US), 31 Mar 2017 (EU)

13

Conference/Bonus Distribution:
European Geosciences Union General Assembly

Materials Research Society - Spring

Deadline: 06 Apr 2017 (US), 07 Apr 2017 (EU)

20

Deadline: 13 Apr 2017 (US), 14 Apr 2017 (EU)

27

Deadline: 20 Apr 2017 (US), 21 Apr 2017 (EU)



2017 ADVERTISING FEATURES, EDITORIAL & CONFERENCES CALENDAR

MAY

4

SPOTLIGHT ON IMMUNOLOGY

Conference/Bonus Distribution:

BCF Career Event Netherlands

American Association of Immunology Annual Meeting

Deadline: 27 Apr 2017 (US), 27 Apr 2017 (EU)

11

Deadline: 04 May 2017 (US), 05 May 2017 (EU)

18

SPOTLIGHT ON GENETICS

Conference/Bonus Distribution:

The European Human Genetics Conference 2017

Deadline: 11 May 2017 (US), 12 May 2017 (EU)

25

Conference/Bonus Distribution:

American Society for Microbiology Annual Meeting

American Society of Clinical Oncology Annual Meeting

Deadline: 18 May 2017 (US), 19 May 2017 (EU)

JUNE

1

Deadline: 25 May 2017 (US), 25 May 2017 (EU)

8

Deadline: 01 Jun 2017 (US), 02 Jun 2017 (EU)

15

SPOTLIGHT ON BIOTECH/PHARMA

NATUREEVENTS DIRECTORY

Conference/Bonus Distribution:

BIO International Career Fair

Deadline: 08 Jun 2017 (US), 09 Jun 2017 (EU)

22

Deadline: 15 Jun 2017 (US), 16 Jun 2017 (EU)

29

Deadline: 22 Jun 2017 (US), 23 Jun 2017 (EU)

JULY

6

SPOTLIGHT ON SPORTS SCIENCE

Deadline: 29 Jun 2017 (US), 30 Jun 2017 (EU)

13

Deadline: 06 Jul 2017 (US), 07 Jul 2017 (EU)

20

Deadline: 13 Jul 2017 (US), 14 Jul 2017 (EU)

27

Deadline: 20 Jul 2017 (US), 21 Jul 2017 (EU)

AUGUST

3

Deadline: 27 Jul 2017 (US), 28 Jul 2017 (EU)

10

Deadline: 03 Aug 2017 (US), 04 Aug 2017 (EU)

17

Conference/Bonus Distribution:

254th ACS National Meeting & Exposition

Deadline: 10 Aug 2017 (US), 11 Aug 2017 (EU)

24

Deadline: 17 Aug 2017 (US), 18 Aug 2017 (EU)

31

Deadline: 24 Aug 2017 (US), 25 Aug 2017 (EU)



2017 ADVERTISING FEATURES, EDITORIAL & CONFERENCES CALENDAR

SEPTEMBER

7

Deadline: 31 Aug 2017 (US), 01 Sept 2017 (EU)

14

Deadline: 07 Sept 2017 (US), 08 Sept 2017 (EU)

21

Deadline: 14 Sept 2017 (US), 15 Sept 2017 (EU)

28 **SPOTLIGHT ON POSTDOC POSITIONS**

Conference/Bonus Distribution:
Naturejobs Career Expo London

Deadline: 21 Sept 2017 (US), 22 Sept 2017 (EU)

OCTOBER

5 **SPOTLIGHT ON FACULTY POSITIONS**

Deadline: 28 Sept 2017 (US), 29 Sept 2017 (EU)

12 **SPOTLIGHT ON ANTI-AGEING**

Conference/Bonus Distribution:
American Society of Human Genetics Annual Meeting

Deadline: 05 Oct 2017 (US), 06 Oct 2017 (EU)

19

Conference/Bonus Distribution:
Life and Health Science Careers Event

Deadline: 12 Oct 2017 (US), 13 Oct 2017 (EU)

26 **SPOTLIGHT ON GRADUATE POSITIONS**

Deadline: 19 Oct 2017 (US), 20 Oct 2017 (EU)

NOVEMBER

2

Deadline: 26 Oct 2017 (US), 27 Oct 2017 (EU)

9 **SPOTLIGHT ON NEUROSCIENCE**

Conference/Bonus Distribution:

Naturejobs Career Expo Düsseldorf

Deadline: 02 Nov 2017 (US), 03 Nov 2017 (EU)

16

Deadline: 9 Nov 2017 (US), 10 Nov 2017 (EU)

23

Conference/Bonus Distribution:
Materials Research Society - Fall

Deadline: 16 Nov 2017 (US), 17 Nov 2017 (EU)

30 **SPOTLIGHT ON CELL BIOLOGY**

Conference/Bonus Distribution:
American Society for Cell Biology Annual Meeting

Deadline: 23 Nov 2017 (US), 24 Nov 2017 (EU)

DECEMBER

7

Conference/Bonus Distribution:
American Geophysical Union Fall Meeting

Deadline: 30 Nov 2017 (US), 01 Dec 2017 (EU)

14

Deadline: 07 Dec 2017 (US), 08 Dec 2017 (EU)

21 **NATUREEVENTS DIRECTORY**

Deadline: 14 Dec 2017 (US), 15 Dec 2017 (EU)



A-Z OF TITLES

JOURNAL NAME	IMPACT*		PRINT**		ONLINE***		
	INDUSTRY RANK	CATEGORY	CIRCULATION	READERSHIP	ALERT SUBSCRIBERS~	MONTHLY PAGE VIEWS	MONTHLY UNIQUE USERS
<i>Acta Pharmacologica Sinica</i>	52/163	Chemistry, Multidisciplinary	528	3,094	5,266	78,848	30,490
<i>American Journal of Gastroenterology</i>	6/78	Gastroenterology & Hepatology	13,120	97,014	12,437	277,474	110,308
<i>Blood Cancer Journal</i>	48/213	Oncology	Online Only	Online Only	8,390	35,768	14,330
<i>Bone Marrow Transplantation</i>	10/25	Transplantation	145	1,245	43,151	163,285	60,349
<i>Bone Research</i>	12/21	Cell & Tissue Engineering	Online Only	Online Only	1,560	15,578	7,479
<i>British Journal of Cancer</i>	28/213	Oncology	198	1,653	51,866	299,036	112,505
<i>Cancer Gene Therapy</i>	58/124	Medicine, Research & Experimental	396	3430	66,409	33,204	15,550
<i>Cell Death Differentiation</i>	23/289	Biochemistry & Molecular Biology	66	481	62,717	175,573	65,914
<i>Cell Death & Disease</i>	38/187	Cell Biology	Online only	Online only	13,426	160,196	56,926
<i>Cell Death Discovery</i>	New	New	Online only	Online only	1,347	20,286	8,439
<i>Cell Discovery</i>	New	New	Online only	Online only	1,891	21,811	8,692
<i>Cell Research</i>	9/187	Cell Biology	Online only	Online only	32,148	199,754	70,838
<i>Cellular & Molecular Immunology</i>	31/150	Immunology	442	3,200	15,010	43,499	17,238
<i>Clinical & Translational Gastroenterology</i>	24/78	Gastroenterology & Hepatology	Online only	Online only	6,249	21,184	7,440
<i>Clinical & Translational Immunology</i>	New	New	Online only	Online only	5,656	16,860	8,794
<i>Emerging Microbes & Infections</i>	27/123	Microbiology	Online only	Online only	4,910	23,234	10,449
<i>European Journal of Clinical Nutrition</i>	31/78	Nutrition & Dietetics	116	1,345	32,706	169,553	78,226
<i>European Journal of Human Genetics</i>	30/165	Genetics & Heredity	725	4,405	50,974	139,466	56,249
<i>Experimental & Molecular Medicine</i>	14/124	Medicine, Research & Experimental	Online only	Online only	3,815	45,669	17,617
<i>Eye</i>	19/56	Ophthalmology	3,631	12,277	27,211	175,829	92,403
<i>Gene Therapy</i>	39/124	Medicine, Research & Experimental	60	326	64,191	79,431	35,442
<i>Genes and Immunity</i>	86/165	Genetics & Heredity	70	420	64,446	26,349	12,122
<i>Genetics in Medicine</i>	15/167	Genetics & Heredity	1,887	10,414	8,411	141,831	60,017
<i>Heredity</i>	12/45	Evolutionary Biology	145	1,478	48,721	101,879	40,658
<i>Horticulture Research</i>	New	New	Online only	Online only	2,141	21,566	9,924
<i>Human Genome Variation</i>	New	New	Online only	Online only	2,966	10,216	5,341
<i>Hypertension Research</i>	19/63	Peripheral Vascular Disease	4,413	17,349	7,563	42,576	18,078
<i>Immunology & Cell Biology</i>	35/150	Immunology	111	766	30,825	106,391	48,078
<i>International Journal of Impotence Research</i>	51/77	Urology & Nephrology	79	514	32,035	49,919	29,393
<i>International Journal of Obesity</i>	6/78	Nutrition & Dietetics	109	574	45,054	215,122	93,947
<i>International Journal of Oral Science</i>	15/89	Dentistry, Oral Surgery & Medicine	Online only	Online only	2,573	19,960	7,115
<i>Journal of Exposure Science & Environmental Epidemiology</i>	22/89	Toxicology	37	236	24,944	29,740	11,806
<i>Journal of Human Genetics</i>	84/165	Genetics & Heredity	200	1,458	15,409	58,451	25,772
<i>Journal of Human Hypertension</i>	30/63	Peripheral Vascular Disease	40	167	29,410	53,067	26,814
<i>Journal of Perinatology</i>	33/80	Obstetrics & Gynecology	3,177	24,547	25,390	114,812	47,594
<i>Laboratory Investigation</i>	12/78	Pathology	546	5,863	56,027	89,459	40,246
<i>Leukemia</i>	1/70	Hematology	105	619	39,410	265,257	92,310
<i>Light: Science and Applications</i>	2/90	Optics	Online only	Online only	7,015	56,891	16,330



A-Z OF TITLES

JOURNAL NAME	IMPACT*		PRINT**		ONLINE***		
	INDUSTRY RANK	CATEGORY	CIRCULATION	READERSHIP	ALERT SUBSCRIBERS~	MONTHLY PAGE VIEWS	MONTHLY UNIQUE USERS
<i>Microsystems & Nanoengineering</i>	New	New	Online only	Online only	2,791	16,435	6,184
<i>Modern Pathology</i>	5/78	Pathology	4,165	18,868	46,325	272,633	103,364
<i>Molecular Psychiatry</i>	4/140	Psychiatry	61	654	58,949	197,951	75,129
<i>Mucosal Immunology</i>	23/150	Immunology	732	3,381	17,815	73,723	26,161
<i>Nature</i>	1/63	Multidisciplinary Sciences	51,416	374,364	500,178	8,648,691	2,721,795
<i>Nature Astronomy</i>					NEW IN 2017		
<i>Nature Biomedical Engineering</i>					NEW IN 2017		
<i>Nature Biotechnology</i>	2/161	Biotechnology & Applied Microbiology	10,483	55,288	144,725	890,290	335,800
<i>Nature Cell Biology</i>	6/187	Cell Biology	374	3,570	106,731	346,594	122,418
<i>Nature Chemical Biology</i>	9/289	Biochemistry & Molecular Biology	459	3,438	33,898	250,899	87,578
<i>Nature Chemistry</i>	3/163	Chemistry, Multidisciplinary	710	5,350	36,783	441,132	121,689
<i>Nature Climate Change</i>	1/84	Meteorology & Atmospheric Sciences	655	6,332	33,514	254,800	105,617
<i>Nature Communications</i>	3/36	Multidisciplinary Sciences	Online only	Online only	43,879	2,485,990	789,195
<i>Nature Ecology & Evolution</i>					NEW IN 2017		
<i>Nature Energy</i>	New	New	Online Only	Online Only	3,851	127,949	33,529
<i>Nature Genetics</i>	2/165	Genetics & Heredity	827	8,046	111,040	668,731	240,101
<i>Nature Geoscience</i>	1/184	Geosciences, Multidisciplinary	833	8,462	35,762	233,571	84,050
<i>Nature Human Behaviour</i>					NEW IN 2017		
<i>Nature Immunology</i>	4/150	Immunology	681	4,855	83,241	436,984	130,664
<i>Nature Materials</i>	1/271	Materials Science, Multidisciplinary	634	4,799	99,973	673,598	207,212
<i>Nature Medicine</i>	1/289	Biochemistry & Molecular Biology	1,845	17,290	158,187	687,616	268,297
<i>Nature Methods</i>	1/77	Biochemical Research Methods	60,758	236,219	149,492	594,207	196,894
<i>Nature Microbiology</i>	New	New	Online Only	Online Only	5,009	122,283	43,934
<i>Nature Nanotechnology</i>	1/83	Nanoscience &, Nanotechnology	482	3,176	53,197	453,076	141,244
<i>Nature Neuroscience</i>	4/256	Neurosciences	654	6,266	88,661	614,665	196,344
<i>Nature Photonics</i>	1/90	Optics	597	4,657	28,685	294,914	87,786
<i>Nature Physics</i>	2/77	Physics, Multidisciplinary	697	6,928	55,777	315,589	102,230
<i>Nature Plants</i>	New	New	Online only	Online only	5,329	91,595	27,223
<i>Nature Protocols</i>	2/77	Biochemical Research Methods	Online only	Online only	52,175	451,609	188,824
<i>Nature Reviews Cancer</i>	2/213	Oncology	958	10,301	98,549	450,479	164,874
<i>Nature Reviews Cardiology</i>	5/124	Cardiac & Cardiovascular Systems	393	2,668	53,292	91,788	42,660
<i>Nature Reviews Chemistry</i>					NEW IN 2017		
<i>Nature Reviews Clinical Oncology</i>	7/213	Oncology	578	5,212	61,527	128,795	57,299
<i>Nature Reviews Disease Primers</i>	New	New	Online Only	Online Only	2,246	40,814	13,020
<i>Nature Reviews Drug Discovery</i>	1/253	Pharmacology & Pharmacy	7,437	33,424	100,554	417,209	166,612
<i>Nature Reviews Endocrinology</i>	3/131	Endocrinology & Metabolism	461	3,728	35,464	124,231	55,640
<i>Nature Reviews Gastroenterology & Hepatology</i>	3/78	Gastroenterology & Hepatology	403	3,041	57,803	111,437	53,003
<i>Nature Reviews Genetics</i>	1/165	Genetics & Heredity	618	5,958	99,611	460,807	4,369
<i>Nature Reviews Immunology</i>	1/150	Immunology	816	4,369	80,574	475,976	161,340



A-Z OF TITLES

JOURNAL NAME	IMPACT*		PRINT**		ONLINE***		
	INDUSTRY RANK	CATEGORY	CIRCULATION	READERSHIP	ALERT SUBSCRIBERS [~]	MONTHLY PAGE VIEWS	MONTHLY UNIQUE USERS
<i>Nature Reviews Materials</i>	New	New	Online Only	Online Only	2,734	52,459	19,402
<i>Nature Reviews Microbiology</i>	1/123	Microbiology	439	3,062	67,397	338,530	136,977
<i>Nature Reviews Molecular Cell Biology</i>	1/187	Cell Biology	338	1,901	114,536	410,844	159,430
<i>Nature Reviews Nephrology</i>	2/77	Urology & Nephrology	394	2,266	41,628	105,173	48,354
<i>Nature Reviews Neurology</i>	2/192	Clinical Neurology	654	5,147	54,508	126,722	61,498
<i>Nature Reviews Neuroscience</i>	1/256	Neurosciences	553	5,342	86,242	417,815	167,644
<i>Nature Reviews Rheumatology</i>	2/32	Rheumatology	887	4,965	41,667	119,605	51,994
<i>Nature Reviews Urology</i>	7/77	Urology & Nephrology	280	2,098	40,965	54,917	29,806
<i>Nature Structural & Molecular Cell Biology</i>	1/72	Biophysics	259	2,087	97,292	257,844	97,679
<i>Neuropsychopharmacology</i>	11/253	Pharmacology & Pharmacy	309	2,808	64,038	212,468	90,972
<i>NPG Asia Materials</i>	18/271	Materials Science, Multidisciplinary	Online only	Online only	4,430	55,388	19,226
<i>Nutrition & Diabetes</i>	33/78	Nutrition & Dietetics	Online only	Online only	9,487	28,102	13,408
<i>Oncogene</i>	12/165	Genetics & Heredity	70	574	57,921	537,070	177,227
<i>Oncogenesis</i>	35/213	Oncology	Online only	Online only	7,859	29,944	11,775
<i>Pediatric Research</i>	17/120	Pediatrics	2,663	11,145	7,124	219,950	110,573
<i>Polymer Journal</i>	43/85	Polymer Science	553	5,178	7,573	94,641	37,268
<i>Prostate Cancer and Prostatic Diseases</i>	12/77	Urology & Nephrology	55	450	40,945	26,778	13,984
<i>Scientific American</i>	23/63	Multidisciplinary Sciences	350,000	1,300,000	TBC	10,700,00	6,300,000
<i>Scientific Data</i>	New	Multidisciplinary Sciences	Online only	Online only	7,703	76,080	35,642
<i>Scientific Reports</i>	7/63	Multidisciplinary Sciences	Online only	Online only	79,417	4,033,336	1,407,794
<i>Signal Transduction and Targeted Therapy</i>	New	New	Online only	Online only	1,006	3,911	1,778
<i>Spinal Cord</i>	29/64	Rehabilitation	728	2,661	44,953	91,698	43,262
<i>The ISME Journal</i>	4/149	Ecology	263	1,270	20,217	190,844	59,881
<i>The Journal of Antibiotics</i>	75/161	Microbiology	362	3,747	9,449	52,167	17,872
<i>The Pharmacogenomics Journal</i>	46/165	Genetics & Heredity	41	341	64,671	35,480	15,410
<i>Translational Psychiatry</i>	16/140	Psychiatry	Online only	Online only	5,388	76,193	34,313



INSERTS AND OUTSERTS

In addition to traditional print advertisements, *Nature* and select *Nature*-branded research and review titles also accommodate printed **inserts and outserts** that are either bound in or polybagged along with the journal. Below you will see examples of the unique print options available to you.

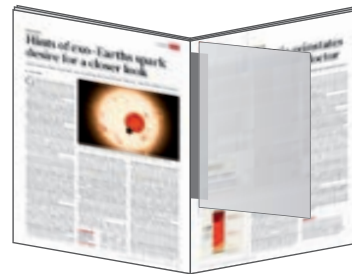
- Add value and impact to your ongoing campaigns
- Showcase recruitment opportunities or raise employer branding
- Target delegates at a particular conference or career fair



Cover tip-on



Loose insert



Magnastrip insert
America's print run only



Multi page bound insert



Multi page bound rollfold



Cigarband*



Butterfly gatefold



Poster



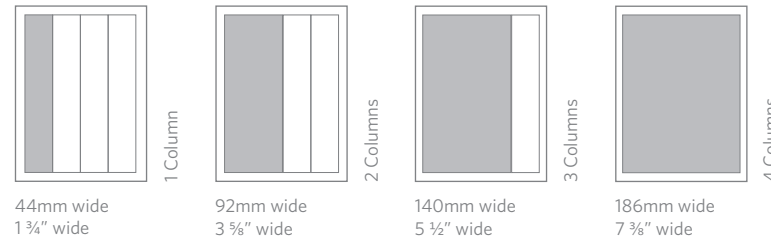
French door cover



Mechanical specifications for *Nature* and the following journals:

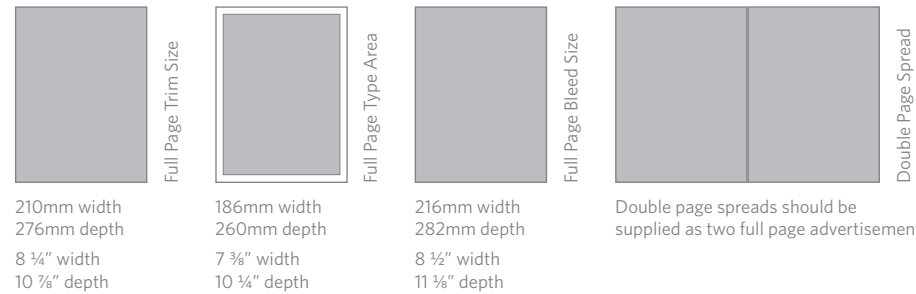
- Nature*
- Nature Biotechnology*
- Nature Cell Biology*
- Nature Chemical Biology*
- Nature Chemistry*
- Nature Climate Change*
- Nature Genetics*
- Nature Geoscience*
- Nature Immunology*
- Nature Materials*
- Nature Medicine*
- Nature Methods*
- Nature Nanotechnology*
- Nature Neuroscience*
- Nature Photonics*
- Nature Physics*
- Nature Structural & Molecular Biology*
- Nature Reviews Cancer*
- Nature Reviews Drug Discovery*
- Nature Reviews Genetics*
- Nature Reviews Immunology*
- Nature Reviews Microbiology*
- Nature Reviews Molecular Cell Biology*
- Nature Reviews Cardiology**
- Nature Reviews Endocrinology**
- Nature Reviews Gastroenterology & Hepatology**
- Nature Reviews Nephrology**
- Nature Reviews Neurology**
- Nature Reviews Clinical Oncology**
- Nature Reviews Rheumatology**
- Nature Reviews Urology**

Column Width Advertisements



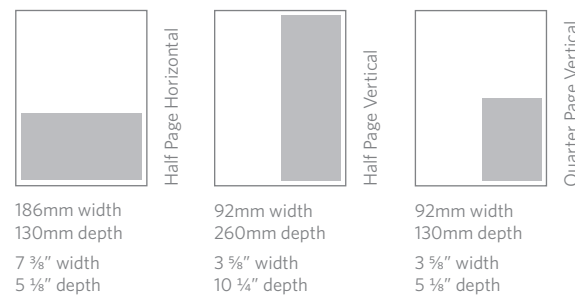
These can be 1–4 columns wide with the depth in increments of 1cm up to a maximum of 26cm.
e.g: 2 columns wide × 16cm deep (size = 2 × 16)

Full Page Advertisements

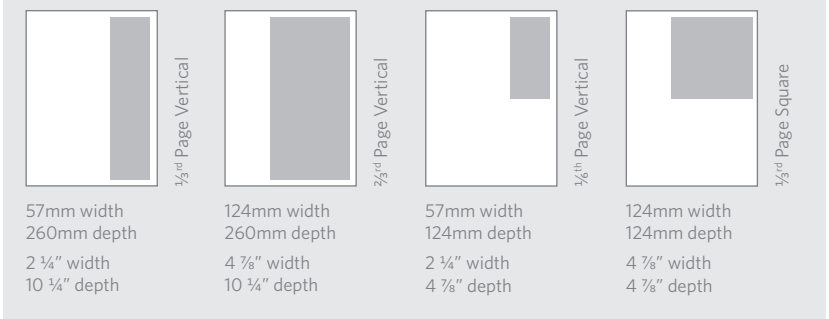


Print production guidelines — page 21.

Fractional Advertisements



These sizes are only available via our US sales team.





PRINT: OTHER TITLES

The following journals are sized 8 ¼ × 11 (210 × 279mm)

*American Journal of Gastroenterology**, *Genetics in Medicine*, *Laboratory Investigation*, *Modern Pathology*, *Mucosal Immunology*, *Pediatric Research*

	Width (mm)	Height (mm)	Width (in)	Height (in)
Full Page Trim Size (210 × 279mm size)	210	279	8 ¼	11
Full Page Bleed Size (210 × 279mm size)	216	285	8 ½	11¼
Double Page Spread Trim Size (210 × 279mm size)	420	279	16 ½	11
Double Page Spread Bleed Size (210 × 279mm size)	426	285	16 ¾	11¼

All other journal sizes are 8¼ × 11 (210 × 280mm)

Bone Marrow Transplantation, *British Journal of Cancer*, *Cancer Gene Therapy*, *Cell Death and Differentiation*, *Cell Research*, *European Journal of Clinical Nutrition*, *European Journal of Human Genetics*, *Eye*, *Gene Therapy*, *Genes and Immunity*, *Heredity*, *Immunology and Cell Biology*, *International Journal of Impotence Research*, *International Journal of Obesity*, *Journal of Exposure Science and Environmental Epidemiology*, *Journal of Human Hypertension*, *Journal of Perinatology*, *Leukemia*, *Molecular Psychiatry*, *Neuropsychopharmacology*, *Oncogene*, *Prostate Cancer & Prostatic Diseases*, *Spinal Cord*, *The ISME Journal*, *The Pharmacogenomics Journal*

	Width (mm)	Height (mm)	Width (in)	Height (in)
Full Page Trim Size (210 × 280mm size)	210	280	8 ¼	11
Full Page Bleed Size (210 × 280mm size)	216	286	8 ½	11 ¼
Double Page Spread Trim Size (210 × 280mm size)	420	280	16 ½	11
Double Page Spread Bleed Size (210 × 280mm size)	426	286	16 ¾	11 ¼

Applicable to both journal sizes	Width (mm)	Height (mm)	Width (in)	Height (in)
Full Page Type Area	178	254	7	10
Half Page Horizontal	178	124	7	4 ⅞
Half Page Vertical	86	254	3 ⅜	10

Scientific American & Spektrum der Wissenschaft

When supplying materials for *Scientific American* or *Spektrum der Wissenschaft* please use the same file format and follow the same guidelines as for *Naturejobs*. Please submit ads to your regional *Naturejobs* representative or contact us for more information.

Scientific American	Width (in)	Height (in)
Full Page	7	10
Half Page Horizontal	7	4 ½
Quarter Page	3 ¾	4 ½

Spektrum der Wissenschaft	Width (mm)	Height (mm)
Full Page	173	243
Half Page Horizontal	173	117

Print production guidelines — page 21.

Please check with your sales representative to ensure that the advert size you require is available.

PRINT PRODUCTION GUIDELINES

Please take care to follow the guidelines in this document to ensure your artwork is compatible with our production workflow.

Acceptable file formats

Artwork should be supplied in PDF format. To ensure good reproduction of your artwork please supply a PDF to PDF/X-1a standard. If this is not possible, supply a standard CMYK, high resolution PDF (at least 300dpi), with all fonts and images embedded. Ensure that bleed is included and clearly shown with bleed marks.

We can also accept artwork supplied in these formats:
Adobe InDesign, Adobe Illustrator, Adobe Photoshop, TIFF and EPS

- Corel Draw and Microsoft Office files cannot be accepted
- PDFs should not use any passwords or security options
- Artwork should be pre-flattened so there are no transparent objects in the supplied file
- Full page advertisements must have a bleed of 3mm or 0.125"
- Adobe Illustrator files need to be supplied with fonts and images or saved with images embedded and the text converted to outlines

Colour

- All files must use a CMYK or greyscale colour space
- No spot colours should be used
- Should not exceed ink density of 300%

Fonts

- Embed or supply fonts as necessary
- Do not use 'multiple master' fonts

Images

- Images should be no less than 300dpi

Proofs

For best colour reproduction you must supply an accurate colour proof. Send via conventional mail to your production contact. The proof must have been created from the same digital files as those supplied to us. For monochrome advertisements, a laser print is sufficient.

Electronic Submission

Sending Files via the internet

The easiest way to send files is by using this web site:
<http://stingray.nature.com>

username: naturejobs

password: naturejobs

Please follow the instructions on the site to upload your files to us. If you have any problems please contact us using the details below.

Sending Files via E-Mail

PDFs can be submitted by email to your sales representative.

Contact Information

Please submit ads to your regional *Naturejobs* representative.

For further information, help and advice on any aspect of digital production please contact us using the details below:

Jason Rayment

T: +44 (0) 20 7843 4807

E: j.rayment@nature.com



BANNER SPECIFICATIONS

BANNER POSITIONS AND DIMENSIONS	DESCRIPTION AND MAX FILE SIZES	FILE TYPE
Leaderboard 728×90 Horizontal/top.	Standard — Up to 45kb Rich Media — 40kb initial load/60kb additional polite load Expanding — 200px max height for all child files (must expand downwards) Video — Up to 2MB high quality streaming media no longer than 30 seconds in duration and should not exceed 18fps	GIF, JPEG HTML5 must be third party ad served e.g Sizmek or Doubleclick Studio
MPU/Square 300×250 Central page content.	Standard — Up to 45kb Rich Media — 40kb initial load/60kb additional polite load Expanding — 300px max width for all child files (must expand left) Video — Up to 2MB high quality streaming media no longer than 30 seconds in duration and should not exceed 18fps	GIF, JPEG HTML5 must be third party ad served e.g Sizmek or Doubleclick Studio
Button 300×100 Right page content. Only on naturejobs.com.	Standard — Up to 45kb Rich Media — 40kb initial load/60kb additional polite load	GIF, JPEG
Wallpaper 1720×1100 Background of page. Only on selected websites.	Standard — Up to 80kb 1720px by 1100px with middle center section to be blank of width 1000px. Not available for mobile, static image (no animation), frequency capped 5 views per user in 24 hours. Due to the high impact nature of these formats we can only run these on selected areas of the nature.com network - please contact your account manager for more details.	GIF, JPEG, PNG
Baseboard 980×90 Fixed, bottom of screen. Only on selected websites.	Standard — Up to 80kb Not available for mobile, static image (no animation), frequency capped 5 views per user in 24 hours. Due to the high impact nature of these formats we can only run these on selected areas of the nature.com network - please contact your account manager for more details.	GIF, JPEG
Mobile Ad 300×50 320×50 (Naturejobs App Mobile Banner) Small Screen Devices.	Standard — Up to 10kb Supported on the Naturejobs App.	GIF, JPEG
Featured Employer 120×60 naturejobs.com only	Standard — Up to 45kb	GIF, JPEG



BANNER SPECIFICATIONS

General Design Constraints

- Advertisements with white or grey backgrounds should have a one-pixel border around the graphic's perimeter and/or created within the graphic
- The inclusion of the border must not exceed the ad's dimension restrictions
- Advertisements may not employ persistent rapid/'strobing' animation of any graphic, copy, or background element(s)
- Advertisements cannot mislead the user. No creative can mimic or resemble any Windows/Macintosh/Unix dialogue boxes, error messages or the like
- Non-functioning drop-down menus, radio buttons and text boxes will not be accepted
- We have final approval over all creative supplied; in the case of extreme negative user feedback/interference we reserve the right to pull creative prior to campaign delivery
- We strongly recommend rich media creatives to be built in HTML5 and not Flash to ensure these serve fully functional in all popular browsers. HTML5 needs to be third party ad served. The Springer Nature design team offer a HTML5 design build service – contact your account manager for more details. For enhanced rich media formats contact your account manager for more details.

Creative deadlines

Please submit your banner creative 3 business days prior to campaign start date.

Standard banner advertising

GIF or a JPEG

- Go-Live Time: 48 Hours (2 business days)
- For file size and available dimensions please see table
- Best practice maximum animation length 15 seconds
- Please provide a live clickthrough URL
- Please provide alternative text
Brought to you by <Company Name>

Rich media options

Expanding adverts

- Go live time: 10–14 business days
- For file size and available dimensions please see table
- Maximum of 5 child files (expanding panels)
- Frequency capping: none required
- Rollover-expands should automatically close when the cursor moves off the banner or additional load file but still contain a clearly labelled "close" button, 10 pt. font minimum
- Click-expands can stay expanded until the user clicks a clearly labelled "close" button, 10 pt. font minimum

Video streaming adverts

- Go live time: 10–14 business days
- For file size and available dimensions please see table
- 50kb initial load
- Up to 2MB of high quality streaming media no longer than 30 seconds in duration
- Please create video in the same size as your chosen format
- The Frames per second (FPS) should not exceed 18fps
- Bandwidth detection set to exclude dial-up
- Frequency capping: none required
- Video animation can autostart
- User initiated on click only. Audio **must** stop when the panel is closed

Suitable original video formats for conversion to third party rich media vendors:

- Electronic: FLV, AVI, MPEG-1, MPEG-2, MPEG-4, MOV, WMV, other un-encoded formats
- Physical: Digital Beta, DVCAM, MiniDV, DVD, VHS

Using third party rich media vendors

Our currently approved third party rich media vendors are: Doubleclick Studio, Sizmek and Point Roll.

New vendors will need testing in advance of campaign agreement. Our websites contain W3C validated CSS and XHTML which can cause conflicts with some non-validated vendors.

NOTE: in order to hit scheduling targets on booked inventory across the nature.com network an impression is defined by our DFP data, and not by your own vendor. If you have concerns that your choice of ad-serving vendor could result in some inconsistency with DFP delivery statistics we recommend overbooking your campaign by 5% at the outset with your sales rep.

At least one business day before rotating new advertisements into existing campaigns, users of third party advertising servers should give a copy to their Account Manager for review.

EMAIL AND ALERT SPECIFICATIONS

Third party emails

Please send your materials a minimum of 3 days before the send day. If materials are received after this deadline, we cannot guarantee that we can send the email on the booked day.

General

- We require a fully tested HTML file with all images hosted.
- We also require an ANSI text file as a back-up.
- Max width 570px, max file size 75kb

HTML

- Use basic HTML 4.0
- Stacked table structure is recommended over CSS, nested table and advanced formatting such as colspans and rowspans
- Center align the main table containing your HTML content
- Use the attribute **target="_blank"** with every link otherwise requested page will appear within webmail interface
- Do not use image maps within HTML code

Font

- Regular HTML font formatting is recommended, inline style tags may be used but are not universally accepted by all email programs
- Font styles are defined inline in the nearest tag `<td>`, `<a>` or ``
- Include the full font attributes in each tag that contains HTML text or the font may default to the browsers settings
- Define font in pixels not points

Images

- Use gifs or jpegs NOT png, tif or bmp
- Images should have a resolution of 72dpi
- Images should link to a full hosted URL
- Define both height and width to prevent distortion
- Do not display important content in images only

Required back up ANSI text

- Text must wrap after 70 characters
- Untracked URLs should be on their own line and not exceed 70 characters

- URLs which we track on your behalf must not exceed 255 characters
- All text only emails must be supplied in an ANSI file — not Microsoft Word

Do not use

Microsoft Word to format HTML code or text only emails, JavaScript, attachments, Flash, animated gifs, image only emails or background images

Tips

- Please test your template by sending it to yourself
- Place high priority content near the top of the email so that it displays in preview panes
- Make sure featured content exists in HTML text not only in images
- Keep email length to a minimum
- Avoid using dark backgrounds with light colored text
- White or light colored text is unreadable on a default white background

Alerts

The *Nature* journals, including the research and reviews journals, now include four advertising slots: Headline 1 and 2, and Content 1 and 2.

Creative deadlines

- Please submit your ad copy 6 business days prior to campaign start date.

Advert specifications

Nature alert specification

Offers 5 ad positions that accommodate both standard text and logo as well as graphic ads.

Headline 1, Content 1.

- Graphic only (300×250 px, max file size 45kb)
- Text and logo (170×40 px, max file size 45kb and 660 max characters)

Headline 2, *Naturejobs*, Content 2

- Graphic only (629×81 px, max file size 45kb)
- Text and logo (170×40 px, max file size 45kb and 660 max characters)

Naturejobs alert specification

Offers 2 ad positions and 5 button positions that accommodate graphic ads only.

- 728×90 px, max file size 45kb
- Featured Employer button 120×60 px, max file size 45kb

Nature Research and Reviews, Clinical/Society-owned alerts

- Text and logo (170×40 px, max file size 45kb and 375 max characters)

Nature News and Scientific Reports alerts specification

Offers 4 equally sized horizontal ad positions that accommodate both text and logo as well as graphic ads.

- Graphic only (629×81 px, max file size 45kb)
- Text and logo (170×40 px, max file size 45kb and 375 max characters)

Supplying copy & logos

- There should always be a headline which will also serve as the main text link through to the promotion/advertiser's site
- For text only please use ANSI characters only — avoid characters not visible on your keyboard (i.e. © or ™), the text-only version of the e-mails will not be able to carry such characters
- No rich media or animation can be used in alerts

Linking /URL tracking

We track click-through (CTR) activity on any URLs in the copy that you supply, including those in plain text. As a result in text-only e-mails the appearance of text URLs changes to an "http://www.nature.com" format.

General design constraints

Logos with white or grey backgrounds should have a one-pixel border around the graphic's perimeter. This border can be created within the graphic. The inclusion of the border must not exceed the logo's dimension restrictions.

We have final approval over all creative supplied; in the case of extreme negative user feedback/interference we reserve the right to pull creative prior to campaign delivery.



TERMS & CONDITIONS

These Terms and Conditions shall apply to all Advertisements submitted to the Publisher. An Advertisement submitted to the Publisher for publication shall not be deemed to have been accepted unless and until either confirmed in writing by the Publisher or the campaign commences and the first Advertisement appears in the relevant Publication. By submitting an Advertisement to the Publisher, the Customer agrees to be bound by these Terms and Conditions and the Rate Card, even if it is acting as agent or buyer for the actual advertiser. For the avoidance of doubt, the Customer's standard terms and conditions of purchase or any other standard terms and conditions shall not apply.

1. DEFINITIONS

In these terms and conditions the following definitions shall apply:

"Actual Advertisement Placements" means the actual number of placements of an Advertisement in any Publication in any 12 month period preceding any anniversary of the Publication Date;

"Advertisement" means an advertisement published, reproduced or inserted in or on any Journal, E-Mail Campaign or Digital Format pursuant to an Advertisement Order;

"Advertisement Order" means any order for an Advertisement submitted to the Publisher for the publication, reproduction or insertion of Material in or on any Publication;

"Digital Format" means any internet site, application or other digital format operated, owned or controlled by the Publisher or any third party partner of the Publisher comprising its partner network;

"Expected Advertisement Placements" means the expected number of placements of an Advertisement in any Publication used to calculate the rates (prior to the Publication Date) the Customer will pay the Publisher;

"Candidate" means a user of the Site who applies for a Vacancy and/or replies to an Advertisement through the Site;

"Customer" means the person or legal entity who submits an Advertisement Order, whether such person or legal entity is the advertiser of the relevant product or service, the Advertiser's advertising agency, media buyer, or a recruiter representing a prospective employer;

"E-Mail Campaign" means any e-mail campaign undertaken by or on behalf of the Publisher;

"Journal" means any journal or other print publication published by or on behalf of the Publisher;

"Material" means any advertising material/copy, artwork, photographs or other material provided or to be provided by the Customer in connection with the Advertisement Order;

"Publication" means any Journal, Digital Format or E-mail Campaign;

"Publication Date" means the date the Customer's Advertisement is first published in a Publication;

"Publisher" means the contracting entity set out on the invoice(s) submitted to the Customer by the Publisher, being either:

Macmillan Publishers Limited (company number 785998), registered in the United Kingdom whose registered office is at The Campus, 4 Crinan Street, London N1 9XW, United Kingdom;

or

Nature America Inc. of One New York Plaza, Suite 4500, New York NY 10004-1562, USA; or
Nature Japan KK of Chiyoda Building 6F, 2-37 Ichigayatamachi Shinjuku-ku, Tokyo 162-0843, Japan.

"Rate Card" means the rate card of the Publisher as amended by the Publisher from time to time in accordance with clause 7.12;

"Recruiter Account" means the unique account provided to a Customer if an Advertisement Order is accepted by the Publisher;

"Site" means www.naturejobs.com;

"Terms and Conditions" means the terms and conditions set out on this page as amended by the Publisher from time to time in accordance with clause 7.12;

"Vacancy" means a job vacancy which is advertised through the Site.

2. PUBLICATION OF ADVERTISEMENTS

2.1. The Customer grants the Publisher an irrevocable, world-wide, royalty-free licence to reproduce, publish and republish the Advertisement within the relevant Publication (irrespective of the medium or platform in or on which it is published) in accordance with the provisions of the Advertisement Order.

2.2. The Publisher may reject, refuse, omit, postpone, cancel, or require changes to the whole or part of any Material, Advertisement Order or Advertisement submitted for insertion into a Publication at any time, whether or not it has accepted the Advertisement Order, including the dates for publication and positioning of the Advertisement, or to accept the Advertisement Order subject to additional conditions which will be notified by the Publisher to the Customer.

2.3. The Customer shall submit all Advertisements to the Publisher in accordance with the Publisher's then current technical specifications (as may be updated from time to time), the current version of which is available on request;

2.4. Save to the extent caused by its negligence, the Publisher shall not be responsible for any error or omission in the insertion of any Advertisement, or for any damage or loss of any copy, electronic files, data, drawings or other materials supplied for the purpose of an Advertisement or any shrinkage or colour alteration that may occur during the normal course of production.

2.5. It is the Customer's responsibility to ensure that all Advertisements are correct, accurate and not misleading. The Publisher accepts no responsibility for any errors in an Advertisement including (without limitation) any errors which arise as a result of any changes or alterations undertaken by the Publisher at the Customer's request. In respect of any Advertisement in a Journal, in the event of an error in a published Advertisement as a result of a material typographical error caused by the Publisher, the Publisher agrees to re-run the Advertisement free of charge in the next available edition of such Journal.

2.6. The Customer acknowledges and agrees that any Advertisements published on any Digital Format may be available on the Publisher's network of partner Digital Formats. The Publisher reserves the right to add or remove a partner Digital Format from its partner network, at its sole discretion. The Publisher hereby disclaims all responsibility and liability for the services, software and/or results of or provided by any of the Digital Formats comprising the Publisher's partner network.

2.7. The Publisher reserves the right, but not the obligation, to implement verification and security procedures in respect of all information provided or uploaded by the Customer.

2.8. By registering for Recruiter Account on the Site, the Customer shall be able to:

2.8.1. upload, edit or remove Vacancy specifications and post, edit or remove Vacancies and company information on the Site;

2.8.2. receive details of those Candidates that have applied for any Vacancies posted by the Customer;

2.8.3. manage the process by which a Candidate can apply for a Vacancy;

2.8.4. access and use any other features and functionalities of the Site as may be provided by the Publisher to the Customer from time to time.

2.9. As applications from Candidates for Vacancies are submitted directly to the Customer, the Publisher does not store details of such applications. The Publisher is not able to recover details of applications if the Customer loses them.

2.10. The Publisher may, from time to time, post an Advertisement on a third party job listing site and/or provide an Advertisement to a third party aggregator. In submitting an Advertisement, the Customer consents to the Publisher doing so.

2.11. The Customer shall procure that all Vacancy specifications uploaded to the Site by the Customer contain the following information:

2.11.1. Job title, job type and location;

2.11.2. the proper identity of the party recruiting for the Vacancy;

2.11.3. a detailed description of the role (including without limitation the nature of the work, any duties and any deadline for submission of applications for the Vacancy);

2.11.4. a list of experience, training, qualifications, professional requirements and any other information required from Candidates in respect of the Vacancy;

2.11.5. any relevant health and safety risks.

2.12. The Customer is solely responsible for:

2.12.1. ascertaining the identity of Candidates;

2.12.2. verifying Candidates' qualifications, skills, training and experience for the relevant Vacancy;

2.12.3. ensuring that Candidates have the necessary consents, permits, visas, licenses and authorisations; and

2.12.4. procuring from Candidates all other information required to determine the Candidate's suitability for the relevant Vacancy.

2.13. The Customer shall at all times keep all information (including without limitation Candidates' CVs, communication and correspondences between the Customer and Candidates and all other information relating to Candidates and the recruitment process) secure and confidential and shall not disclose the same to any third party without the prior consent of the relevant Candidate.

2.14. To the extent that the Employment Agencies Act 1973 and/or the Conduct of Employment Agencies and Employment Businesses Regulations 2003 apply to any of the services that the Publisher provides via the Site, the Publisher provides such services in the capacity of an employment agency to help Candidates find the type of employment they are looking for. The Publisher does not effect introductions between Customers and Candidates (or vice versa), and nor does the Publisher supply or propose Candidates to Customers. As such, the Publisher does not provide sufficient information for any Customer to:

2.14.1. select a suitable Candidate;

2.14.2. ensure a Candidate has the requisite skills, training, experience or qualifications;

2.14.3. ensure a Candidate has the necessary consents, permits, visas, licenses and authorisations.

3. WARRANTIES

3.1. The Customer contracts with the Publisher as a principal and warrants and represents to the Publisher that:

3.1.1. it has full capacity and authority to enter into a binding contract with the Publisher on the provisions of these Terms and Conditions.

3.1.2. all information and Material supplied to the Publisher is true, accurate and not misleading, and nothing contained in it is liable to bring the Publisher or any Publication into disrepute;

3.1.3. the Material is not obscene, defamatory, fraudulent, misleading or libelous, and shall not give cause, whether directly or indirectly, for any action to be brought against the Publisher for libel, fraud or publication of a false or misleading statement;

3.1.4. the Material will not infringe the intellectual property rights or any other rights (including without limitation any right of privacy or confidence) whatsoever of any third party or unfairly prejudice the legitimate interest of any third party by implication or otherwise;

3.1.5. the Material complies with, and the Customer shall use the Site in accordance with, all applicable legislation, laws, regulations and codes of practice (or similar) (including without limitation any applicable data protection, employment and discrimination legislation);

3.1.6. the Material complies with the requirements from time to time of English financial services legislation both as to content and authorisation (including but not limited to the Financial Services and Markets Act 2000);

3.1.7. the Material complies with the Committee of Advertising Practice's British Code of Advertising, Sales Promotion and Direct Marketing and all other codes under the general supervision of the Advertising Standards Authority or any successor body (as may be amended from time to time) and that without limitation all material included within an Advertisement is accurate, legal, decent, honest and truthful;

3.1.8. it shall not represent to any third party that the Publisher in any way endorses the Customer, the Advertisement and/or the Customer's products or services;

3.1.9. it shall ensure that all Advertisements submitted for publication are clearly recognisable as advertising and not designed to resemble editorial content. Where an Advertisement resembles editorial content or advertorial, the Customer warrants that the Advertisement and the Material complies with the Publisher's guidelines concerning advertisements that resemble editorial content which are available to the Customer on request;

3.1.10. where an Advertisement includes a competition, prize draw or similar promotion, the Material complies with, and the competition, prize draw or promotion shall be conducted by the Customer, in accordance with all applicable laws and regulations, and the Customer shall be responsible for the provision of all prizes;

3.1.11. the Material shall not indicate an intention to discriminate, and the Customer shall ensure that all Vacancy specifications and any recruitment processes employed by the Customer do not discriminate, on grounds of sex, race, religion, political belief, disability, ethnic origin, age or sexual orientation (unless such an Advertisement is exempted from any statutory requirements relating to such forms of discrimination and the Customer notifies the Publisher of the applicability of such an exemption at the time when the Advertisement Order is submitted to the Publisher);

3.1.12. the Material shall not cause disruption to any computer, computer system, network or any Digital Format, and shall be free from viruses or malicious code;

3.1.13. the Material shall not be prejudicial or damaging to the reputation of the Publisher or the Publications;

3.1.14. it shall provide the Publisher with all necessary Material by the date notified by the Publisher to the Customer, such date being of the essence. If the Customer fails to provide such Material by such date, the Customer acknowledges and agrees that the Publisher may not be able to fulfil its obligations under the Advertisement Order or these Terms and Conditions and accepts that the Publisher will not be liable for any such failure to any extent or at all;

3.1.15. it shall not without the prior permission of the Publisher embed any tracking device, cookies, beacon, floodlight or other technological device in or as part of an Advertisement published on any Digital Format that enables the Customer to track or analyse the online behaviour of any user to which such Advertisement is served;

3.1.16. it has all necessary rights, licences and consents (including where necessary regulatory consents and consents from persons or entities cited or quoted in the Material) needed to permit the Publisher to use, display, reproduce, insert or publish the Material pursuant to clause 2.1; and

3.1.17. the Customer shall not:

- (a) sell, promote or advertise any goods or services on the Site;
- (b) endorse or support a particular political party, political agenda, political position or political issue;
- (c) endorse or support a particular religion;
- (d) include more than one Vacancy on a single Advertisement; or
- (e) re-sell any Advertisement/our services to any third party.

3.2. The Publisher warrants to the Customer that it shall use reasonable care and skill in carrying out its obligations under these Terms and Conditions. Except as otherwise expressly provided herein, all conditions, warranties, terms, prior representations, and undertakings express or implied, statutory or otherwise in respect of the services provided hereunder by the Publisher are to the fullest extent permitted by law expressly excluded.

3.3. Without limiting clause 3.2, the Customer agrees and acknowledges that the Publisher makes no representation or warranty:

3.3.1. that any publication of any Advertisement will be confined to persons resident in any particular legal jurisdiction(s);

3.3.2. as to the exact number of page impressions that will be delivered on specific dates during an online campaign;

3.3.3. as to the quality of reproduction of Advertisements in any of the Publications;

3.3.4. the exact layout and format of any Publications which shall be in the discretion of the Publisher;

3.3.5. as to the availability of any Digital Format, and in each case the Publisher accepts no liability to the Customer in respect of the same.



TERMS & CONDITIONS

4. LIABILITY AND INDEMNITY

- 4.1. Nothing in this clause 4 shall be construed as excluding or limiting the Publisher's liability for death or personal injury caused by its negligence or fraud.
- 4.2. Subject to clause 4.1, the Publisher shall not be liable to the Customer in contract, tort (including negligence) or otherwise for any indirect, consequential or special loss or any loss of Material, loss of profits, loss of business, loss of contracts, loss of orders, loss of revenue, loss of goodwill, loss of data or loss of anticipated savings.
- 4.3. Subject to clause 4.1, the liability of the Publisher in respect of any and all other claims (whether in contract or tort) arising out of or in connection with an Advertisement or Advertisement Order shall not exceed the amount the Customer has paid the Publisher in connection with that Advertisement or Advertisement Order.
- 4.4. The Customer agrees to on demand fully indemnify and keep fully indemnified the Publisher, its directors, agents and employees against any and all losses, liabilities, costs, claims, damages, demands, expenses and fees (including but without limitation legal and other professional fees) suffered or incurred by the Publisher arising out of or in connection with:
- 4.4.1. any other breach of these Terms and Conditions by the Customer; or
 - 4.4.2. any actual or potential infringement of a third party's intellectual property rights;
 - 4.4.3. the publication by the Publisher of an Advertisement in accordance with an Advertisement Order.

5. PAYMENT

- 5.1. The Customer shall pay the Publisher for all Advertisements submitted to the Publisher (and which are accepted by the Publisher) in accordance with this clause 5.
- 5.2. Rates for Advertisements are specified in the Rate Card or as may otherwise be agreed and/or notified in writing to the Customer from time to time. All rates are exclusive of VAT (or any other sales tax) which shall be due and payable by the Customer to the Publisher in addition.
- 5.3. Unless otherwise agreed by the Publisher in writing, the Publisher shall invoice the Customer for all amounts as they become due, which shall be after the date of first publication of the applicable Advertisement.
- 5.4. The Customer shall pay all invoices within 30 days of the date of the invoice.
- 5.5. Without prejudice to any other rights or remedies that the Publisher may have, if the Customer fails to pay the Publisher on the due date for payment, the Publisher may:
- 5.5.1. claim interest under the Late Payment of Commercial Debts (Interest) Act 1998 and the Customer shall pay the interest immediately on demand; and
 - 5.5.2. remove any and all Advertisements the Publisher may have in any Publications until payment has been made in full.
- 5.6. If, on the anniversary of the Publication Date and where applicable:
- 5.6.1. the number of Actual Advertisement Placements is less than the number of Expected Advertisement Placements for the preceding 12 month period, the Customer shall not be entitled to a refund of any amount from the Publisher;

- 5.6.2. the number of Actual Advertisement Placements is greater than the number of Expected Advertisement Placements for the preceding 12 month period, the Publisher shall apply the relevant rate (as set out in the Rate Card) applicable to the number of Actual Advertisement Placements. In the event that the Customer still owes any amount to the Publisher (notwithstanding the application of a lower rate pursuant to the Rate Card), the Publisher may invoice the Customer for such amount which shall be payable by the Customer in accordance with clause 5.4
- 5.7. The Customer may terminate any Advertisement in accordance with clause 6.1. The Customer has no other rights of cancellation. In the event that the Customer cancels an Advertisement other than in accordance with clause 6, the Customer acknowledges and agrees that it shall remain fully liable to pay to the Publisher for the Advertisement.
- 5.8. The Publisher reserves the right to change the rates in the Rate Card at any time and to publish the amended rates on its website. The then current prevailing Rate Card is available to the Customer on request from the Publisher advertising department.

6. CANCELLATION

- 6.1. Once an Advertisement Order has been accepted by the Publisher, the Customer may only cancel or alter the Advertisement, the Materials or the Advertisement Order up to 8 weeks from the agreed insertion date of the Advertisement in the relevant Publication. On the expiry of this date, the written consent of the Publisher is required for any and all cancellation or alteration pursuant to this clause 6.1. If such consent is not granted then the Customer will be liable for all sums due to the Publisher pursuant to clause 5.7.
- 6.2. Without prejudice to any other rights or remedies which the Publisher may have, the Publisher may terminate the contract between it and the Customer (without any liability) immediately on giving notice to the Customer in the event that if:
- 6.2.1. the Customer fails to pay any amount due to the Publisher on or by the due date for payment; or
 - 6.2.2. the Customer commits a material breach of any of the material Terms and Conditions; or
 - 6.2.3. the Customer repeatedly breaches any of these Terms and Conditions in such a manner as to reasonably justify the opinion that its conduct is inconsistent with it having the intention or ability to give effect to these Terms and conditions; or
 - 6.2.4. the Customer enters into liquidation whether compulsorily or voluntarily (otherwise than for the purposes of a solvent amalgamation or reconstruction); becomes insolvent; ceases or threatens to cease to carry on business; compounds or makes any voluntary arrangement with its creditors; becomes subject to an administration order; is unable to pay its debts as they fall due; has an encumbrancer take possession of, or a receiver or administrative receiver appointed over, all or any part of its assets; takes or suffers any similar action due to debt; or if the equivalent of any of the above events under the law of any jurisdiction occurs in relation to the Buyer.

7. GENERAL

- 7.1. The Publisher reserves the right to place the word "Advertisement" in any Advertisement containing Material which the Publisher considers, in its sole opinion, to too closely resemble editorial content.
- 7.2. With the exception of the Customer's payment obligations, neither the Publisher nor the Customer shall be liable to each other for any failure to comply with the provisions of these Terms and Conditions as a result of any event beyond the reasonable control of either of them.

- 7.3. Any notice or correspondence required to be given under these Terms and Conditions may be delivered personally or sent by prepaid registered post to the other party at the addresses set out in the Advertisement Order, or such other address as may be notified in accordance to the other party from time to time. Any notice so sent shall be deemed to have been duly given upon delivery at the address of the relevant party.
- 7.4. If any provision of these Terms and Conditions is held for any reason to be ineffective or unenforceable (in whole or in part) this shall not affect the validity or enforceability of the other Terms and Conditions set out herein, which shall remain in full force and effect.
- 7.5. A waiver by the Publisher of any breach if these Terms and Conditions will not be treated as a waiver of any subsequent breach of the same or any other provision by the Customer.
- 7.6. No third party shall have any rights to enforce these Terms and Conditions against the Publisher.
- 7.7. These Terms and Conditions and the Rate Card (both as amended from time to time in accordance with clause 7.12) shall constitute the entire agreement between the parties with regard to its subject matter and shall supersede all prior understandings, commitments and undertakings that either party may have given.
- 7.8. The contract between the Customer and the Publisher is personal to the Customer. The Customer may not assign, sub-license, sub-contract, transfer or charge the contract or any part of it without the prior written consent of the Publisher.
- 7.9. If the Publisher's invoice(s) submitted to the Customer indicate that the Publisher's contracting entity is Nature America, Inc then these terms and conditions shall be governed by the laws of the State of New York without regards to any conflict of law provisions. Subject to clause 7.11, the parties submit to the exclusive jurisdiction of the courts located in New York, New York.
- 7.10. If the Publisher's invoice(s) submitted to the Customer indicate that the Publisher's contracting entity is either Macmillan Publishers Limited or Nature Japan KK (or it is unclear or ambiguous having regard to such invoice(s)) then these terms and conditions will be subject to the laws of England and Wales. Subject to clause 7.11, the Customer and the Publisher acknowledge and agree that the courts of the England and Wales will have exclusive jurisdiction to settle any such dispute which may arise out of these Terms and Conditions and shall submit all disputes to the jurisdiction of those courts.
- 7.11. Notwithstanding the provisions of clause 7.9, for the Publisher's exclusive benefit and to the extent possible in the applicable jurisdiction, the Publisher retains the right to bring or enforce proceedings as to the substance of the matter in the courts of the country of the Customer's residence or, where these Terms are entered into in the course of the Customer's trade or profession, the country of the place of business in which these Terms were agreed to or (if different) the country of Customer's principal place of business.
- 7.12. The Publisher may from time to time modify these Terms and Conditions or the Rate Card by publishing any changes online. The Customer should check online before placing an Advertisement Order since by placing an order for the insertion of an Advertisement, the Customer agrees to be bound by any updates to such Terms and Conditions or Rate Card.
- 7.13. No variation or addition to these Terms and Conditions without the prior written consent of the Publisher shall be effective unless agreed to in writing by the Publisher and any additional terms the Customer may seek to impose shall be void and/or unenforceable.
- 7.14. The parties do and shall, in the performance of their respective obligations under these Terms and Conditions comply at all times with all relevant laws, statutes and regulations applicable to their activities, including in particular all applicable laws and regulations concerning the prohibition of bribery, corruption, improper gifts and payments, at all times.

If you have any questions please email naturejobs@nature.com or contact your regional representative